

**Indiana Department of Natural Resources
SWAP Core Team
Summary December 2012 – January 2013**

Vision

Indiana's State Wildlife Action Plan (SWAP) will be a national leader in guiding a diverse conservation community towards the shared goal of enhancing and conserving fish and wildlife resources.

Mission

The purpose of Indiana's State Wildlife Action Plan (SWAP) is to manage, conserve, and enhance habitat and population stability for diverse fish and wildlife resources. By 2025, the SWAP will be fully integrated throughout Indiana's conservation community. The SWAP will serve to bridge the efforts of dedicated natural resource professionals and stewards, which will ultimately enrich the quality of life for all Hoosiers.

Positives of current plan & Areas for change

Positives (+)

- got the money
- Maybe there in the back of staff/partners minds
- partnerships
- took a look at IN partnerships
- data
- Specific parts around project
- fisheries utilizing plan for fish management
- stated that conservation is bigger than our world

Changes needed (Δ)

- get it off the shelf
- tie back to DFW mission (what we do)
- fisheries needs to tie into plan
- need real conservation as result of SWAP
- need to acknowledge studies, results achieved
- need constant monitoring and reporting

Objectives of Indiana's State Wildlife Action Plan and

- Fundamental objectives of the plan for its own sake
- Build partnerships
- Make it a more useable plan – not just a reference or paper weight
- Make accessible via web/internet
- Integrated goal – dnr now is segregated, need an overarching goal, all moving forward
- Evaluation- able to go in and see what we have done, what has actually been accomplished
- Success = doesn't get stuck on the shelf
- Other states have used it effectively
- Need someone in charge of keeping it going – official part of job
 - o Participants will need to keep talking about it/carry message
- Integrate plan – conservation throughout state/DNR groups part of using plan
- Express a bigger vision
- Everyone moving toward same goal
- Geographical/geospatial info collection
- Communication – where we are/where we are going
- Use to connect with other states for comparisons over broader ranges

Challenges

- Support from other field staff, convincing them it matters (not going on the shelf)
- Re-engaging partners may be difficult
- Same buy-in problems internally and externally
- Fish and wildlife plan vs broader conservation plan – other divisions and partners not currently at the table
- Will other staff at our level take this seriously and maintain? Need to keep it moving and let staff know this matter
- Make it part of orientation/performance appraisal.
- Partners involved first timemay not see value or reason to participate again could be worse
- Aging workforce/staff will be replaced by younger generation, different mentality
- How do we get a portion of(all) that money (Farm Bill, agriculture, etc) funneled to habitat resources conservation.
 - o This and other political things beyond our control
- Current staff (we) has a broader vision of resource conservation
- No staff person assigned as liaison for SWAP
- Where good ideas become challenged is that 'we' the people to manage resources do not grow- we don't get more. We need partners to help manage the additional lands resources we acquire
- Because of staff/management turnover, how do we know this won't just go away. How does it not just go away?

Internal information dissemination prior to public outreach:

Who needs detailed info:

Fish and Wildlife leadership
Bureau and Executive Office

Who needs general info:

Fish and Wildlife staff
All of DNR
Governor's Office
Property Managers

Opportunities for Information Sharing:

Weekly Bureau staff meetings
Monthly Managers Meetings
Fish and Wildlife Annual Meetings
Division of Communications
DNR SharePoint

Purpose/Objective of Public Meetings for SWAP

Make sure they come back
Participation is valued
Educate to what it (SWAP) is
Have them gain some ownership
Quickly get them involved so it is their meeting, now and future.
Educate, some interaction, provide homework to bring them back.
Opportunity to build team
Each group introduce selves and what they are about. (Logistics – speakers so can hear, etc.)
Length (of meeting) – several hours
Regional meetings – 100+/- at each meeting?

Partner kick off meeting

What it looks like:

Informational
Partners vouch or share success
Regional
Outcome with value to partners
Defined goal/task for next meeting

Ask partners to define/describe what a successful IN looks like
Strengths and weaknesses of current plan
Start with working groups strength/weakness
Or ask them to think about strength/weakness for next time
Make sure website is up and running before any invites are made